

Cassia County District 151  
District Framework for Local Excellence in Achievement Awards for 2013-2014

Awards shall be earned in accordance with the following:

- Shall be provided to all the certified staff and to the classified staff working in the building.
- Classified staff assigned to a building shall be compensated at 100% of that of a teacher and shall attach to the building as either full time status or part time status depending on their FTE; part time staff members' compensation shall be pro-rated.
- Persons who work a partial year shall be eligible for differentiated compensation for the time worked.
- Short term absences shall not be considered when considering working a partial year.
- Long term substitutes who are either replacement teachers or classified substitutes shall be eligible for differentiated compensation for the time worked that is longer than 6 weeks. Their proportionate pay shall be deducted from the teacher share for which they were substituting.
- Personnel on probation anytime during the year shall not be eligible for differentiated compensation

Following are the single measurement of growth in student achievement upon which the compensations shall be based. Building Level Awards will be disbursed proportionally to all certified and classified staff and will be based on the cumulative data of all grade levels in a building. The growth measure will be reflected in the data portion of the teacher's evaluation. Building administrators will gather and compile all data, the results of which will be reflected in the data portion of the administrator's evaluation.

- **Preschool – Early Child Outcomes**  
Awards may be earned based on 60% of students showing growth on the Early Childhood Outcome rating scale between the Fall and Winter testing windows.
- **Kindergarten – Letter Sound Fluency CBMs**  
Awards may be earned based on 60% of students showing growth on the Letter Sound Fluency CBMs between the Fall and Winter testing windows.
- **First Grade – Reading CBMs**  
Awards may be earned based on 60% of students showing growth on the reading CBMs between the Fall and Winter testing windows.
- **2<sup>nd</sup> and 3<sup>rd</sup> Grade – IRI**  
Awards may be earned based on 60% of students showing growth on the IRI between the Fall and Winter testing windows.
- **4<sup>th</sup> – 6<sup>th</sup> Grade – RCBMs Fluency**  
Awards may be earned based on 60% of students showing growth on the fluency RCBMs between the Fall and Winter testing windows.
- **7<sup>th</sup> – 12<sup>th</sup> Grade – Pre Post 1<sup>st</sup> semester EOCA's, or course semester finals if no EOCA available, for a teacher selected class of first semester students.**  
Awards may be earned if student growth from pre to post 1<sup>st</sup> semester EOCA's averages an increase of 15% points or greater.